

A. Job Offer Information

Form ETA-790A **FOR DEPARTMENT OF LABOR USE ONLY** Page 1 of 8
H-2A Case Number: H-300-21343-756064 Case Status: Full Certification Determination Date: 01/31/2022 Validity Period: to



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B. Minimum Job Qualifications/Requirements

1. Education: minimum U.S. diploma/degree required. *			
<input checked="" type="checkbox"/> None <input type="checkbox"/> High School/GED <input type="checkbox"/> Associate's <input type="checkbox"/> Bachelor's <input type="checkbox"/> Master's or Higher <input type="checkbox"/> Other degree (JD, MD, etc.)			
2. Work Experience: number of <u>months</u> required. *	3	3. Training: number of <u>months</u> required. *	0
4. Basic Job Requirements (check all that apply) *			
<input type="checkbox"/> a. Certification/license requirements		<input checked="" type="checkbox"/> g. Exposure to extreme temperatures	
<input checked="" type="checkbox"/> b. Driver requirements		<input type="checkbox"/> h. Extensive pushing or pulling	
<input type="checkbox"/> c. Criminal background check		<input checked="" type="checkbox"/> i. Extensive sitting or walking	
<input type="checkbox"/> d. Drug screen		<input checked="" type="checkbox"/> j. Frequent stooping or bending over	
<input checked="" type="checkbox"/> e. Lifting requirement <u>70</u> lbs.		<input checked="" type="checkbox"/> k. Repetitive movements	
5a. Supervision: does this position supervise the work of other employees? *	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	5b. If "Yes" to question 5a, enter the number of employees worker will supervise. \$	
6. Additional Information Regarding Job Qualifications/Requirements. (Please begin response on this form and use Addendum C if additional space is needed. If no additional skills or requirements, enter " NONE " below) *			
See Addendum C			

C. Place of Employment Information

1. Address/Location *			
230 CR 402			
2. City *	3. State *	4. Postal Code *	5. County *
Danbury	Texas	77534	Brazoria
6. Additional Place of Employment Information (If no additional information, enter " NONE " below) *			
From Danbury Main St. & 5th St.: head Southeast on Main St. toward 4th St. (0.3 mi), turn right onto 1st St (0.4 mi), turn left onto CR 209/Danbury Loop, continue 0.6 mi, take second right onto County Road 402 (0.3 mi), destination on left. All locations are owned or controlled by IntegriBees, LLC for placement & care for IntegriBees, LLC owned/managed honey bee hives.			
7. Is a completed Addendum B providing additional information on the places of employment and/or agricultural businesses who will employ workers, or to whom the employer will be providing workers, attached to this job order? *			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

D. Housing Information

1. Housing Address/Location *			
230 County Road 402			
2. City *	3. State *	4. Postal Code *	5. County *
Danbury	Texas	77534	Brazoria
6. Type of Housing *		7. Total Units *	8. Total Occupancy *
Duplex Bunkhouse		2	17
9. Housing complies or will comply with the following applicable standards: *		<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal	
10. Additional Housing Information. (If no additional information, enter " NONE " below) *			
See Addendum C			
11. Is a completed Addendum B providing additional information on housing that will be provided to workers attached to this job order? *			<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No



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E. Provision of Meals

1. Describe how the employer will provide each worker with 3 meals a day or furnish free and convenient cooking and kitchen facilities. * (Please begin response on this form and use Addendum C if additional space is needed.)
Kitchen are provided in each living facility and are equipped with refrigerators, stoves, ovens, sinks. Employees will have 24 hour access to these facilities, and will be driven to store or given use of company vehicle for purchase of groceries. There is a convenience store in Danbury and there are several grocery stores, convenience stores, and super-centers within close proximity (10-25 miles) of the housing location. Examples: HEB, Krogers, Walmart Supercenter, etc.

Cocinas se encuentran en cada centro y estan equipadas con refrigeradores, estufas, hornos, fregaderos. Empleados tendran acceso a estas instalaciones las 24 horas, y sera conducido para almacenar o uso de un vehiculo de la compania para la compra de comestibles. Hay una tienda de conveniencia en Danbury y hay varias tiendas de abarrotes, tiendas de conveniencia de , y supercenters en proximidad (millas de 10-25) de la ubicacion de la vivienda. Ejemplos: HEB, Krogers, Walmart Supercenter, etcetera

2. If meals are provided, the employer: *	<input checked="" type="checkbox"/> WILL NOT charge workers for such meals.
	<input type="checkbox"/> WILL charge workers for such meals at \$ <u> </u> . <u> </u> per day per worker.

F. Transportation and Daily Subsistence

1. Describe the terms and arrangement for daily transportation the employer will provide to workers. *
(Please begin response on this form and use Addendum C if additional space is needed.)
Transportation between housing and work site will be provided daily at no cost to worker. Company owned vehicles (trucks/pick-ups) will be used by workers to commute from primary worksite (230 CR 402 Danbury TX 77534) to any secondary worksite locations and back.

2. Describe the terms and arrangements for providing workers with transportation (a) to the place of employment (i.e., inbound) and (b) from the place of employment (i.e., outbound). *
(Please begin response on this form and use Addendum C if additional space is needed.)
See Addendum C

3. During the travel described in Item 2, the employer will pay for or reimburse daily meals by providing each worker *	a. no less than	\$ <u> 13 </u> . <u> 17 </u>	per day *
	b. no more than	\$ <u> 55 </u> . <u> 00 </u>	per day with receipts



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G. Referral and Hiring Instructions

1. Explain how prospective applicants may be considered for employment under this job order, including verifiable contact information for the employer, or the employer's authorized hiring representative, methods of contact, and the days and hours applicants will be considered for the job opportunity. *

(Please begin response on this form and use Addendum C if additional space is needed.)

Referrals from Local Job Service Office, word-of-mouth, and other sources may contact Maria Lazo at 979-922-1796. Gate hires (walk-up workers) may apply at the work-site (230 CR 402, Danbury, TX 77534). All applicants should be thoroughly familiarized with the job specifications and terms and conditions of employment on the job order. Only workers meeting all qualifications on the job order should be referred by the Job Service Office. In the event the employer received phone calls or walk-up workers interested in the job offer, the employer must inform the worker of the job requirements and duties, must consider the worker for the job based on the worker's qualifications and must report the results in the final recruitment report. Applicants, Workforce Agency Personnel, Walk-Ins, Gate-Hires, etc. may call for an interview during normal business hours Monday through Friday 8:30 am - 11:30 am and from 1:30 pm to 4:00 pm. The schedule of the employer's personal and telephone interviews of referrals will be coordinated by the employer with the local job service office. Personal interviews may be conducted at the local job service office. State Workforce Agency Representatives should contact the following person regarding employment opportunities:

Maria Lazo

Phone: 979-922-1796

Email: mlazo@integribees.com

Worksite Address: 230 CR 402, Danbury, TX 77534

Alt contact: Rochelle Lazo 979-922-1796

2. Telephone Number to Apply *

+1 (979) 922-1796

3. Email Address to Apply *

mlazo@integribees.com

4. Website address (URL) to Apply *

n/a

H. Additional Material Terms and Conditions of the Job Offer

1. Is a completed **Addendum C** providing additional information about the material terms, conditions, and benefits (monetary and non-monetary) that will be provided by the employer attached to this job order? *

☒ Yes ☐ No



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I. Conditions of Employment and Assurances for H-2A Agricultural Clearance Orders

By virtue of my signature below, I **HEREBY CERTIFY** my knowledge of and compliance with applicable Federal, State, and local employment-related laws and regulations, including employment-related health and safety laws, and certify the following conditions of employment:

1. **JOB OPPORTUNITY:** Employer assures that the job opportunity identified in this clearance order (hereinafter also referred to as the "job order") is a full-time temporary position being placed with the SWA in connection with an H-2A *Application for Temporary Employment Certification* for H-2A workers and this clearance order satisfies the requirements for agricultural clearance orders in 20 CFR 653, subpart F and the requirements set forth in 20 CFR 655.122. This job opportunity offers U.S. workers no less than the same benefits, wages, and working conditions that the employer is offering, intends to offer, or will provide to H-2A workers and complies with the requirements at 20 CFR 655, Subpart B. The job opportunity is open to any qualified U.S. worker regardless of race, color, national origin, age, sex, religion, handicap, or citizenship.
2. **NO STRIKE, LOCKOUT, OR WORK STOPPAGE:** Employer assures that this job opportunity, including all worksites for which the employer is requesting H-2A labor certification does not currently have workers on strike or being locked out in the course of a labor dispute. 20 CFR 655.135(b).
3. **HOUSING FOR WORKERS:** Employer agrees to provide for or secure housing for H-2A workers and those workers in corresponding employment who are not reasonably able to return to their residence at the end of the work day. That housing complies with the applicable local, State, or Federal standards and is sufficient to house the specified number of workers requested through the clearance system. The employer will provide the housing without charge to the worker. Any charges for rental housing will be paid directly by the employer to the owner or operator of the housing. If public accommodations are provided to workers, the employer agrees to pay all housing-related charges directly to the housing's management. The employer agrees that charges in the form of deposits for bedding or other similar incidentals related to housing (e.g., utilities) must not be levied upon workers. However, the employer may require workers to reimburse them for damage caused to housing by the individual worker(s) found to have been responsible for damage which is not the result of normal wear and tear related to habitation. When it is the prevailing practice in the area of intended employment and the occupation to provide family housing, the employer agrees to provide family housing at no cost to workers with families who request it. 20 CFR 655.122(d), 653.501(c)(3)(vi).

Request for Conditional Access to Intrastate or Interstate Clearance System: Employer assures that the housing disclosed on this clearance order will be in full compliance with all applicable local, State, or Federal standards at least 20 calendar days before the housing is to be occupied. 20 CFR 653.502(a)(3). The Certifying Officer will not certify the application until the housing has been inspected and approved.

4. **WORKERS' COMPENSATION COVERAGE:** Employer agrees to provide workers' compensation insurance coverage in compliance with State law covering injury and disease arising out of and in the course of the worker's employment. If the type of employment for which the certification is sought is not covered by or is exempt from the State's workers' compensation law, the employer agrees to provide, at no cost to the worker, insurance covering injury and disease arising out of and in the course of the worker's employment that will provide benefits at least equal to those provided under the State workers' compensation law for other comparable employment. 20 CFR 655.122(e).
5. **EMPLOYER-PROVIDED TOOLS AND EQUIPMENT:** Employer agrees to provide to the worker, without charge or deposit charge, all tools, supplies, and equipment required to perform the duties assigned. 20 CFR 655.122(f).
6. **MEALS:** Employer agrees to provide each worker with three meals a day or furnish free and convenient cooking and kitchen facilities to the workers that will enable the workers to prepare their own meals. Where the employer provides the meals, the job offer will state the charge, if any, to the worker for such meals. The amount of meal charges is governed by 20 CFR 655.173. 20 CFR 655.122(g).

For workers engaged in the herding or production of livestock on the range, the employer agrees to provide each worker, without charge or deposit charge, (1) either three sufficient meals a day, or free and convenient cooking facilities and adequate provision of food to enable the worker to prepare his own meals. To be sufficient or adequate, the meals or food provided must include a daily source of protein, vitamins, and minerals; and (2) adequate potable water, or water that can be easily rendered potable and the means to do so. 20 CFR 655.210(e).

7. **TRANSPORTATION AND DAILY SUBSISTENCE:** Employer agrees to provide the following transportation and daily subsistence benefits to eligible workers.

A. Transportation to Place of Employment (Inbound)

If the worker completes 50 percent of the work contract period, and the employer did not directly provide such transportation or subsistence or otherwise has not yet paid the worker for such transportation or subsistence costs, the employer agrees to reimburse the worker for reasonable costs incurred by the worker for transportation and daily subsistence from the place from which the worker has come to work for the employer, whether in the U.S. or abroad to the place of employment. The amount of the transportation payment must be no less (and is not required to be more) than the most economical and reasonable common carrier transportation charges for the distances involved. The amount the employer will pay for daily subsistence expenses are those amounts disclosed in this clearance order, which are at least as much as the employer would charge the worker for providing the worker with three meals a day during employment (if applicable), but in no event will less than the amount permitted under 20 CFR 655.173(a). The employer understands that the Fair Labor Standards Act applies independently of the H-2A requirements and imposes obligations on employers regarding payment of wages. 20 CFR 655.122(h)(1).

B. Transportation from Place of Employment (Outbound)

If the worker completes the work contract period, or is terminated without cause, and the worker has no immediate subsequent H-2A employment, the employer agrees to provide or pay for the worker's transportation and daily subsistence from the place of employment to the place from which the worker, disregarding intervening employment, departed to work for the employer. Return transportation will not be provided to workers who voluntarily abandon employment before the end of the work contract period, or who are terminated for cause, if the employer follows the notification requirements in 20 CFR 655.122(n).



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If the worker has contracted with a subsequent employer who has not agreed in such work contract to provide or pay for the worker's transportation and daily subsistence expenses from the employer's worksite to such subsequent employer's worksite, the employer must provide for such expenses. If the worker has contracted with a subsequent employer who has agreed in such work contract to provide or pay for the worker's transportation and daily subsistence expenses from the employer's worksite to such subsequent employer's worksite, the subsequent employer must provide or pay for such expenses.

The employer is not relieved of its obligation to provide or pay for return transportation and subsistence if an H-2A worker is displaced as a result of the employer's compliance with the 50 percent rule as described in sec. 655.135(d) of this subpart with respect to the referrals made after the employer's date of need. 20 CFR 655.122(h)(2).

C. *Daily Transportation*

Employer agrees to provide transportation between housing provided or secured by the employer and the employer's worksite(s) at no cost to the worker. 20 CFR 655.122(h)(3).

D. *Compliance with Transportation Standards*

Employer assures that all employer-provided transportation will comply with all applicable Federal, State, or local laws and regulations. Employer agrees to provide, at a minimum, the same transportation safety standards, driver licensure, and vehicle insurance as required under 29 U.S.C. 1841 and 29 CFR 500.105 and 29 CFR 500.120 to 500.128. If workers' compensation is used to cover transportation, in lieu of vehicle insurance, the employer will ensure that such workers' compensation covers all travel or that vehicle insurance exists to provide coverage for travel not covered by workers' compensation. Employer agrees to have property damage insurance. 20 CFR 655.122(h)(4).

8. **THREE-FOURTHS GUARANTEE:** Employer agrees to offer the worker employment for a total number of work hours equal to at least three-fourths of the workdays of the total period beginning with the first workday after the arrival of the worker at the place of employment or the advertised contractual first date of need, whichever is later, and ending on the expiration date specified in the work contract or in its extensions, if any. 20 CFR 655.122(i).

The employer may offer the worker more than the specified hours of work on a single workday. For purposes of meeting the three-fourths guarantee, the worker will not be required to work for more than the number of hours specified in the job order for a workday, or on the worker's Sabbath or Federal holidays. If, during the total work contract period, the employer affords the U.S. or H-2A worker less employment than that required under this guarantee, the employer will pay such worker the amount the worker would have earned had the worker, in fact, worked for the guaranteed number of days. An employer will not be considered to have met the work guarantee if the employer has merely offered work on three-fourths of the workdays if each workday did not consist of a full number of hours of work time as specified in the job order. All hours of work actually performed may be counted by the employer in calculating whether the period of guaranteed employment has been met. Any hours the worker fails to work, up to a maximum of the number of hours specified in the job order for a workday, when the worker has been offered an opportunity to work, and all hours of work actually performed (including voluntary work over 8 hours in a workday or on the worker's Sabbath or Federal holidays), may be counted by the employer in calculating whether the period of guaranteed employment has been met. 20 CFR 655.122(i).

If the worker is paid on a piece rate basis, the employer agrees to use the worker's average hourly piece rate earnings or the required hourly wage rate, whichever is higher, to calculate the amount due under the three-fourths guarantee. 20 CFR 655.122(i).

If the worker voluntarily abandons employment before the end of the period of employment set forth in the job order, or is terminated for cause, and the employer follows the notification requirements in 20 CFR 655.122(n), the worker is not entitled to the three-fourths guarantee. The employer is not liable for payment of the three-fourths guarantee to an H-2A worker whom the Department of Labor certifies is displaced due to the employer's requirement to hire qualified and available U.S. workers during the recruitment period set out in 20 CFR 655.135(d), which lasts until 50 percent of the period of the work contract has elapsed (50 percent rule). 20 CFR 655.122(i).

Important Note: In circumstances where the work contract is terminated due to contract impossibility under 20 CFR 655.122(o), the three-fourths guarantee period ends on the date of termination.

9. **EARNINGS RECORDS:** Employer agrees to keep accurate and adequate records with respect to the workers' earnings at the place or places of employment, or at one or more established central recordkeeping offices where such records are customarily maintained. All records must be available for inspection and transcription by the Department of Labor or a duly authorized and designated representative, and by the worker and representatives designated by the worker as evidenced by appropriate documentation. Where the records are maintained at a central recordkeeping office, other than in the place or places of employment, such records must be made available for inspection and copying within 72 hours following notice from the Department of Labor, or a duly authorized and designated representative, and by the worker and designated representatives. The content of earnings records must meet all regulatory requirements and be retained by the employer for a period of not less than 3 years after the date of certification by the Department of Labor. 20 CFR 655.122(j).
10. **HOURS AND EARNINGS STATEMENTS:** Employer agrees to furnish to the worker on or before each payday in one or more written statements the following information: (1) the worker's total earnings for the pay period; (2) the worker's hourly rate and/or piece rate of pay; (3) the hours of employment offered to the worker (showing offers in accordance with the three-fourths guarantee as determined in 20 CFR 655.122(i), separate from any hours offered over and above the guarantee); (4) the hours actually worked by the worker; (5) an itemization of all deductions made from the worker's wages; (6) If piece rates are used, the units produced daily; (7) beginning and ending dates of the pay period; and (8) the employer's name, address and FEIN. 20 CFR 655.122(k).

For workers engaged in the herding or production of livestock on the range, the employer is exempt from recording and furnishing the hours actually worked each day, the time the worker begins and ends each workday, as well as the nature and amount of work performed, but otherwise must comply with the earnings records and hours and earnings statement requirements set out in 20 CFR 655.122(j) and (k). The employer agrees to keep daily records indicating whether the site of the employee's work was on the range or off the range. If the employer prorates a worker's wage because of the worker's voluntary absence for personal reasons, it must also keep a record of the reason for the worker's absence. 20 CFR 655.210(f).



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11. **RATES OF PAY:** The employer agrees that it will offer, advertise in its recruitment, and pay at least the Adverse Effect Wage Rate (AEWR), the prevailing hourly wage rate, the prevailing piece rate, the agreed-upon collective bargaining rate, or the Federal or State minimum wage rate, in effect at the time work is performed, whichever is highest. If the worker is paid by the hour, the employer must pay this rate for every hour or portion thereof worked during a pay period. If the offered wage(s) disclosed in this clearance order is/are based on commission, bonuses, or other incentives, the employer guarantees the wage paid on a weekly, semi-monthly, or monthly basis will equal or exceed the AEWR, prevailing hourly wage or piece rate, the legal Federal or State minimum wage, or any agreed-upon collective bargaining rate, whichever is highest.

If the worker is paid on a piece rate basis and at the end of the pay period the piece rate does not result in average hourly piece rate earnings during the pay period at least equal to the amount the worker would have earned had the worker been paid at the appropriate hourly rate of pay, the employer agrees to supplement the worker's pay at that time so that the worker's earnings are at least as much as the worker would have earned during the pay period if the worker had instead been paid at the appropriate hourly wage rate for each hour worked. 20 CFR 655.120, 655.122(l).

For workers engaged in the herding or production of livestock on the range, the employer agrees to pay the worker at least the monthly AEWR, the agreed-upon collective bargaining wage, or the applicable minimum wage imposed by Federal or State law or judicial action, in effect at the time work is performed, whichever is highest, for every month of the job order period or portion thereof. If the offered wage disclosed in this clearance order is based on commissions, bonuses, or other incentives, the employer assures that the wage paid will equal or exceed the monthly AEWR, the agreed-upon collective bargaining wage, or the applicable minimum wage imposed by Federal or State law or judicial action, whichever is highest, and will be paid to each worker free and clear without any unauthorized deductions. The employer may prorate the wage for the initial and final pay periods of the job order period if its pay period does not match the beginning or ending dates of the job order. The employer also may prorate the wage if an employee is voluntarily unavailable to work for personal reasons. 20 CFR 655.210(g).

12. **FREQUENCY OF PAY:** Employer agrees to pay workers when due based on the frequency disclosed in this clearance order. 20 CFR 655.122(m).
13. **ABANDONMENT OF EMPLOYMENT OR TERMINATION FOR CAUSE:** If a worker voluntarily abandons employment before the end of the contract period, or is terminated for cause, employer is not responsible for providing or paying for the subsequent transportation and subsistence expenses of that worker, and that worker is not entitled to the three-fourths guarantee, if the employer notifies the Department of Labor and, if applicable, the Department of Homeland Security, in writing or by any other method specified by the Department of Labor or the Department of Homeland Security in the Federal Register, not later than 2 working days after the abandonment or termination occurs. A worker will be deemed to have abandoned the work contract if the worker fails to show up for work at the regularly scheduled time and place for 5 consecutive work days without the consent of the employer. 20 CFR 655.122(n).

14. **CONTRACT IMPOSSIBILITY:** The work contract may be terminated before the end date of work specified in the work contract if the services of the workers are no longer required for reasons beyond the control of the employer due to fire, weather, or other Act of God that makes fulfillment of the contract impossible, as determined by the U.S. Department of Labor. In the event that the work contract is terminated, the employer agrees to fulfill the three-fourths guarantee for the time that has elapsed from the start date of work specified in the work contract to the date of termination. The employer also agrees that it will make efforts to transfer the worker to other comparable employment acceptable to the worker and consistent with existing immigration laws. In situations where a transfer is not affected, the employer agrees to return the worker at the employer's expense to the place from which the worker, disregarding intervening employment, came to work for the employer, or transport the worker to his/her next certified H-2A employer, whichever the worker prefers. The employer will also reimburse the worker the full amount of any deductions made by the employer from the worker's pay for transportation and subsistence expenses to the place of employment. The employer will also pay the worker for any transportation and subsistence expenses incurred by the worker to that employer's place of employment. The amounts the employer will pay for subsistence expenses per day are those amounts disclosed in this clearance order. The amount of the transportation payment must not be less (and is not required to be more) than the most economical and reasonable common carrier transportation charges for the distances involved. 20 CFR 655.122(o).

The employer is not required to pay for transportation and daily subsistence from the place of employment to a subsequent employer's worksite if the worker has contracted with a subsequent employer who has agreed to provide or pay for the worker's transportation and subsistence expenses from the present employer's worksite to the subsequent employer's worksite. 20 CFR 655.122(h)(2).

15. **DEDUCTIONS FROM WORKER'S PAY:** Employer agrees to make all deductions from the worker's paycheck required by law. This job offer discloses all deductions not required by law which the employer will make from the worker's paycheck and all such deductions are reasonable, in accordance with 20 CFR 655.122(p) and 29 CFR part 531. The wage requirements of 20 CFR 655.120 will not be met where undisclosed or unauthorized deductions, rebates, or refunds reduce the wage payment made to the employee below the minimum amounts required under 20 CFR part 655, subpart B, or where the employee fails to receive such amounts free and clear because the employee kicks back directly or indirectly to the employer or to another person for the employer's benefit the whole or part of the wage delivered to the employee. 20 CFR 655.122(p).
16. **DISCLOSURE OF WORK CONTRACT:** Employer agrees to provide a copy of the work contract to an H-2A worker no later than the time at which the worker applies for the visa, or to a worker in corresponding employment no later than on the day work commences. For an H-2A worker coming to the employer from another H-2A employer, the employer agrees to provide a copy of the work contract no later than the time an offer of employment is made to the H-2A worker. A copy of the work contract will be provided to each worker in a language understood by the worker, as necessary or reasonable. In the absence of a separate, written work contract entered into between the employer and the worker, the required terms of this clearance order, including all Addendums, and the certified *H-2A Application for Temporary Employment Certification* will be the work contract. 20 CFR 655.122(q).



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17. ADDITIONAL ASSURANCES FOR CLEARANCE ORDERS:

- A. Employer agrees to provide to workers referred through the clearance system the number of hours of work disclosed in this clearance order for the week beginning with the anticipated date of need, unless the employer has amended the date of need at least 10 business days before the original date of need by so notifying the Order-Holding Office (OHO) in writing (e.g., e-mail notification). The employer understands that it is the responsibility of the SWA to make a record of all notifications and attempt to inform referred workers of the amended date of need expeditiously. 20 CFR 653.501(c)(3)(i).
- If there is a change to the anticipated date of need, and the employer fails to notify the OHO at least 10 business days before the original date of need, the employer agrees that it will pay eligible workers referred through the clearance system the specified rate of pay disclosed in this clearance order for the first week starting with the originally anticipated date of need or will provide alternative work if such alternative work is stated on the clearance order. 20 CFR 653.501(c)(5).
- B. Employer agrees that no extension of employment beyond the period of employment specified in the clearance order will relieve it from paying the wages already earned, or if specified in the clearance order as a term of employment, providing transportation from the place of employment, as described in paragraph 7.B above. 20 CFR 653.501(c)(3)(ii).
- C. Employer assures that all working conditions comply with applicable Federal and State minimum wage, child labor, social security, health and safety, farm labor contractor registration, and other employment-related laws. 20 CFR 653.501(c)(3)(iii).
- D. Employer agrees to expeditiously notify the OHO or SWA by emailing and telephoning immediately upon learning that a crop is maturing earlier or later, or that weather conditions, over-recruitment, or other factors have changed the terms and conditions of employment. 20 CFR 653.501(c)(3)(iv).
- E. If acting as a farm labor contractor (FLC) or farm labor contractor employee (FLCE) on this clearance order, the employer assures that it has a valid Federal FLC certificate or Federal FLCE identification card and when appropriate, any required State FLC certificate. 20 CFR 653.501(c)(3)(v).
- F. Employer assures that outreach workers will have reasonable access to the workers in the conduct of outreach activities pursuant to 20 CFR 653.107. 20 CFR 653.501(c)(3)(vii).

I declare under penalty of perjury that I have read and reviewed this clearance order, including every page of this Form ETA-790A and all supporting addendums, and that to the best of my knowledge, the information contained therein is true and accurate. This clearance order describes the actual terms and conditions of the employment being offered by me and contains all the material terms and conditions of the job. 20 CFR 653.501(c)(3)(viii). I understand that to knowingly furnish materially false information in the preparation of this form and any supplement thereto or to aid, abet, or counsel another to do so is a federal offense punishable by fines, imprisonment, or both. 18 U.S.C. 2, 1001.

1. Last (family) name *	2. First (given) name *	3. Middle initial \$
Lazo	Rochelle	M
4. Title *		
Vice President		
5. Signature (or digital signature) *		6. Date signed *
Digital Signature Verified and Retained By <i>Certifying Officer</i>		12/16/2021

Employment Service Statement

In view of the statutorily established basic function of the Employment Service (ES) as a no-fee labor exchange, that is, as a forum for bringing together employers and job seekers, neither the Department of Labor's Employment and Training Administration (ETA) nor the SWAs are guarantors of the accuracy or truthfulness of information contained on job orders submitted by employers. Nor does any job order accepted or recruited upon by the ES constitute a contractual job offer to which the ETA or a SWA is in any way a party. 20 CFR 653.501(c)(1)(i).

Public Burden Statement (1205-0466)

Persons are not required to respond to this collection of information unless it displays a currently valid OMB control number. Public reporting burden for this collection of information is estimated to average .63 hours per response for all information collection requirements, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing, reviewing, and submitting the collection of information. The obligation to respond to this data collection is required to obtain/retain benefits (44 U.S.C. 3501, Immigration and Nationality Act, 8 U.S.C. 1101, et seq.). Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the U.S. Department of Labor, Employment and Training Administration, Office of Foreign Labor Certification, 200 Constitution Ave., NW, Suite PPII 12-200, Washington, DC, 20210. (Paperwork Reduction Project OMB 1205-0466). DO NOT send the completed application to this address.

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A.9. Additional Crop or Agricultural Activities and Wage Offer Information

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units/Special Pay Information
01	Beekeeping	\$ 13 . 03	Hour	Less than 2 (two) years commercial beekeeping experience.
02	Beekeeping	\$ 14 . 53	Hour	2+ years commercial beekeeping experience. (rate is \$1.50/hr more than AEWR).
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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
IntegriBees, LLC	Point 1 29.17671,-95.28154 DANBURY, Texas 77534 BRAZORIA	BEE YARD	2/10/2022	5/23/2022	4
IntegriBees, LLC	Yd Double 0 29.31502,-95.29925 Liverpool, Texas 77534 BRAZORIA	Bee Yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD. 329.498153-95.465497 Arcola, Texas 77583 FORT BEND	BEE YARD	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD 9 29.350194-95.410422 Alvin , Texas 77511 BRAZORIA	BEE YARD	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD. 18 29.267886, -95.196467 Alvin, Texas 77511 BRAZORIA	Bee Yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD 2629.505249,-95.299821 Pearland, Texas 77584 BRAZORIA	Bee yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD 42 29.279985,-95.327323 Liverpool, Texas 77577 BRAZORIA	Bee yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	Yd NEW 9129.201439,-95.372056 Angleton , Texas 77515 BRAZORIA	Bee Yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	Yd 300 FRONT YARD29.033813,- 95.519432 Brazoria, Texas 77422 BRAZORIA	Bee Yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	Yd 755 29.400901, -95.218575 Alvin, Texas 77511 BRAZORIA	Bee Yard	2/10/2022	5/23/2022	4



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IntegriBees, LLC	Yd 121 NARANJAS 29.390173, -95.393389 Rosharon, Texas 77583 BRAZORIA	Bee Yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	Yd 160 TAGARD 29.385647,-95.197233 Alvin, Texas 77511 BRAZORIA	Bee yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD 171 29.276170,-95.298094 Liverpool, Texas 77577 BRAZORIA	Bee Yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD 19 29.291542,-95.212736 Alvin, Texas 77511 BRAZORIA	Bee yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	Yd 20 29.288871, -95.242067 Alvin, Texas 77511 BRAZORIA	Bee Yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD 203 Perry 29.27531,-95.260840 Liverpool, Texas 77577 BRAZORIA	Bee yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD 2429.335166-95.326389 Rosharon, Texas 77583 BRAZORIA	Bee Yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	Yd 2917 Citgo 29.335972,-95.274332 Alvin, Texas 77511 BRAZORIA	Bee Yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	Yd 30- Mr. Jackie 29.48879,-95.341370 Manvel, Texas 77578 BRAZORIA	Bee Yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD 301 A & B 29.04312,-95.515700 Lake Jackson, Texas 77566 BRAZORIA	Bee yard	2/10/2022	5/23/2022	4



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IntegriBees, LLC	YD 4 29.43622, -95.478238 Rosharon, Texas 77583 BRAZORIA	Bee Yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD 402 29.301724, -95.187650 Alvin, Texas 77511 BRAZORIA	Bee yard	2/10/2022	5/23/2022	4
IntgriBees, LLC	Yd 404 29.268952, -95.133540 Alvin, Texas 77511 BRAZORIA	Bee yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	Yd 408 29.309735, -95.227897 Alvin, Texas 77511 BRAZORIA	Bee Yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	Yd 415 29.291631, -95.045573 Hitchcock, Texas 77563 GALVESTON	Bee Yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD 414 29.287693, -95.037846 Hitchcock, Texas 77563 GALVESTON	Bee Yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD 43 29.23470, -95.354530 Danbury, Texas 77534 BRAZORIA	Bee yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	Yd 44 29.259443, -95.323147 Danbury, Texas 77534 BRAZORIA	Bee Yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	Yd 45 29.167031, -95.281701 Danbury, Texas 77534 BRAZORIA	Bee yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD 529.36788, -95.432450 Rosharon, Texas 77583 BRAZORIA	Bee Yard	2/10/2022	5/23/2022	4



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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
IntegriBees, LLC	Yd 54 29.30209,-95.312726 Liverpool, Texas 77577 BRAZORIA	Bee yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD 56 29.24399, -95.32435 Danbury, Texas 77534 BRAZORIA	Bee Yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	Yd 6 Ratones 29.429352,-95.176249 Alvin, Texas 77511 BRAZORIA	Bee yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	Yd 517 Lundy 29.440762, - 95.218021 Alvin, Texas 77511 BRAZORIA	Bee Yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	Yd 62 - La Antena 29.401729- 95.331519 Alvin, Texas 77511 BRAZORIA	Bee Yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD. 65 29.401306, -95.301231 Alvin, Texas 77511 BRAZORIA	Bee Yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	Yd 69 A&B 29.382683, -95.342614 Alvin, Texas 77511 BRAZORIA	Bee yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	Yd 73 Smith 2 29.391867, - 95.468357 Rosharon, Texas 77583 BRAZORIA	Bee Yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	Yd 72 Smith 521 29.383103, - 95.480506 Rosharon, Texas 77583 BRAZORIA	Bee Yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD 77 Lisa 29.3036, -95.11977 Santa Fe, Texas 77510 GALVESTON	Bee Yard	2/10/2022	5/23/2022	4

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IntegriBees, LLC	Yd 78 La Vuelta 29.30966, -95.10427 Santa Fe, Texas 77510 CALVESTON	Bee Yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	Yd 8 ANTENNAS 29.578926, -95.475306 Rosharon, Texas 77583 BRAZORIA	Bee Yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD 89 TRES MECATES 29.226797, -95.376273 Angleton, Texas 77515 BRAZORIA	Bee Yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD new 91 29.209998, -95.365403 Angleton, Texas 77515 BRAZORIA	Bee Yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD 92 Steve 29.2083, -95.366 Angleton, Texas 77515 BRAZORIA	Bee yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	Yd Adams 29.47885, -95.40624 Manvel, Texas 77578 BRAZORIA	Bee Yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	Allens Brazoria yd 29.02428, -95.61472 Brazoria, Texas 77422 BRAZORIA	Bee yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD ANDERSON 1&2 29.60622, -95.430077 Houston, Texas 77053 FORT BEND	Bee Yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD BASUDERO TORTUGAS 29.430992, -95.250068 Alvin, Texas 77511 BRAZORIA	Bee Yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	Yd Blue Ridge 1 29.55493, -95.45524 Frestno, Texas 77545 FORT BEND	Bee Yard	2/10/2022	5/23/2022	4

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IntegriBees, LLC	YD BODEGA GRIS 29.396971, -95.200992 Alvin, Texas 77511 BRAZORIA	Bee Yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD Brisco 1 29.39476, -95.263340 Alvin, Texas 77511 BRAZORIA	Bee Yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	Yd Bucees 1 29.41870, -95.05110 Texas City, Texas 77591 GALVESTON	Bee Yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD CABALLO BLANCOS A 29.31756, -95.2858 Liverpool, Texas 77577 BRAZORIA	Bee yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD CABALLOS BLANCOS B 29.3186, -95.27795 Liverpool, Texas 77577 BRAZORIA	Bee yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	Yd CABLE ELECTRICA 29.39476, -95.22992 Rosharon, Texas 77583 BRAZORIA	Bee Yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	Yd Carcel 29.24522, -95.4013 Angleton, Texas 77515 BRAZORIA	Bee Yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	Yd CEMETARY 29.353347, -95.009116 Hitchcock, Texas 77563 GALVESTON	Bee yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD Chenango 29.21301, -95.54636 Angleton, Texas 77515 BRAZORIA	Bee yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	Yd CITGO 29.493978, -95.248454 Alvin, Texas 77511 BRAZORIA	Bee Yard	2/10/2022	5/23/2022	4

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IntegriBees, LLC	Yd Conejo Muerto 29.36514, -95.31798 Alvin, Texas 77511 BRAZORIA	Bee Yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	Yd Davenport 29.26122, -95.38906 Angleton, Texas 77515 BRAZORIA	Bee Yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	Yd David Bay City 228.92646, -95.99383 Bay City, Texas 77414 MATAGORDA	Bee yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	Yd David Bay City 3 28.92852, -96.00040 Bay City, Texas 77414 MATAGORDA	Bee yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD Donaho 29.38123, -95.6694 Needville, Texas 77461 FORT BEND	Bee yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	Yd Don's Caballo 28.99372, -95.69585 Brazoria, Texas 77422 BRAZORIA	Bee Yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	Yd DOS PORTONES 29.443361, -95.177133 Alvin, Texas 77511 BRAZORIA	4	2/10/2022	5/23/2022	4
IntegriBees, LLC	Yd EL FURGON 29.431485, -95.211027 Alvin, Texas 77511 BRAZORIA	Bee Yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	Yd El JARDIN 29.29459, -95.23942 Alvin, Texas 77511 BRAZORIA	Bee Yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	Yd Elliot oil 29.32544, -95.20292 Alvin, Texas 77511 BRAZORIA	Bee Yard	2/10/2022	5/23/2022	4

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IntegriBees, LLC	Yd SHELL 1 29.863714, -95.527575 Houston, Texas 77040 HARRIS	Bee Yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	Yd SHELL 2 29.899274, -95.50267 Houston, Texas 77545 HARRIS	Bee Yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD TRAMMEL FRESNO 29.535806, -95.453458 FRESNO, Texas 77545 FORT BEND	BEE YARD	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD FREIGHTLINER 29.546900, -95.442242 Fresno, Texas 77545 FORT BEND	Bee Yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD Gallo Pinto 29.37574, -95.200490 ALVIN, Texas 77511 BRAZORIA	BEE YARD	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD GATES 29.378223, -95.515838 Rosharon, Texas 77583 BRAZORIA	Bee Yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD Gray 29.06056, -95.68988 Sweeny, Texas 77480 BRAZORIA	Bee yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD Halls Bayou Food Mart 29.31174, -95.09261 SANTA FE, Texas 77510 CALVESTON	BEE YARD	2/10/2022	5/23/2022	4
IntegriBees, LLC	Yd KENWORTH OFF KENTUCKY 29.551198, -95.452555 Fresno, Texas 77545 FORT BEND	Bee Yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	Kims Yd 29.19022, -95.438710 Angleton, Texas 77515 BRAZORIA	Bee Yard	2/10/2022	5/23/2022	4



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IntegriBees, LLC	Yd LAGUNA29.368469, -95.274576 Alvin, Texas 77511 BRAZORIA	Bee Yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD La Garto 29.26024, 95.23045 LIVERPOOL, Texas 77577 BRAZORIA	BEE YARD	2/10/2022	5/23/2022	4
IntegriBees, LLC	Maddys yd 28.98533, -95.59215 BRAZORIA, Texas 77422 BRAZORIA	BEE YARD	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD MOORE 29.412566, - 95.165851 ALVIN, Texas 77511 BRAZORIA	BEE YARD	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD MR. WILSON 29.150845, - 95.305822 ANGLETON, Texas 77515 BRAZORIA	BEE YARD	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD Mr. Williadson29.36152, - 95.25159 ALVIN, Texas 77511 BRAZORIA	BEE YARD	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD New Flamingo 29.33108, - 94.97820 HITCHCOCK, Texas 77563 ANGLETON	BEE YARD	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD Nueva Iglesia29.46435, - 95.41345 ROSHARON, Texas 77583 BRAZORIA	BEE YARD	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD OREJONA 29.49954, -95.336 MANVEL, Texas 77578 BRAZORIA	BEE YARD	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD Oyster Creek29.17269, - 95.48528 ANGLETON, Texas 77515 BRAZORIA	BEE YARD	2/10/2022	5/23/2022	4

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IntegriBees, LLC	YD PARQUEO29.643238, -95.385922 HOUSTON, Texas 77051	BEE YARD	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD PEREZ 52329.13596, -95.3899 ANGLETON, Texas 77515 BRAZORIA	BEE YARD	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD Pine Drive29.32551, -95.27163 ALVIN, Texas 77511 BRAZORIA	BEE YARD	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD PIPA B29.49351, -95.228577 ALVIN, Texas 77511 BRAZORIA	BEE YARD	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD PORTON AMARILLO 29.446412, -95.177256 ALVIN, Texas 77511 BRAZORIA	BEE YARD	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD Post Oak Blvd 29.55081, 95.46781 FRESNO, Texas 77545 FORT BEND	BEE YARD	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD Puente Bajo29.42527, -95.12455 SANTA FE, Texas 77517 GALVESTON	BEE YARD	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD 646 ROSENBERG29.492638, -95.043968 DICKINSON, Texas 77539 GALVESTON	BEE YARD	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD Rosenberg Burros29.467519, -95.111772 DICKINSON, Texas 77539 GALVESTON	4	2/10/2022	5/23/2022	4
IntegriBees, LLC	Russell Yd 29.03585, -95.711750 SWEENEY, Texas 77480 BRAZORIA	BEE YARD	2/10/2022	5/23/2022	4

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IntegriBees, LLC	YD Miedosa Casa Azul29.34098, -95.56002 ROSHARON, Texas 77583 BRAZORIA	BEE YARD	2/10/2022	5/23/2022	4
IntegriBees, LLC	Shanes Yd 29.05166, -95.80584 SWEENY, Texas 77480 BRAZORIA	BEE YARD	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD SHERIFF29.398877, -95.220949 ALVIN, Texas 77511 BRAZORIA	BEE YARD	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD Sweeny cell tower29.00304, -95.63157 BRAZORIA, Texas 77422 BRAZORIA	BEE YARD	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD TANQUE ALVIN29.38419, -95.22784 ALVIN, Texas 77511 BRAZORIA	BEE YARD	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD Tanques Abandonados29.2633, -95.13694 ALVIN, Texas 77511 BRAZORIA	4	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD Taylor Oak Bend29.35328, -95.3047 ALVIN, Texas 77511 BRAZORIA	BEE YARD	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD TELEVISOR29.479252, -95.385092 MANVEL, Texas 77578 BRAZORIA	BEE YARD	2/10/2022	5/23/2022	4
IntegriBees, LLC	THEATER YD.29.547939, -95.384775 PEARLAND, Texas 77584 BRAZORIA	BEE YARD	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD TORRE TMOBILE 29.42662, -95.374320 MANVEL, Texas 77578 BRAZORIA	BEE YARD	2/10/2022	5/23/2022	4

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IntegriBees, LLC	YD LOS TRACTORES 29.516025, -95.356023 MANVEL, Texas 77578 BRAZORIA	BEE YARD	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD 3 Tanques 29.26608, -95.134370 ALVIN, Texas 77511 BRAZORIA	BEE YARD	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD VIVERO DE LIVERPOOL 29.30899-95.287270 LIVERPOOL, Texas 77577 BRAZORIA	BEE YARD	2/10/2022	5/23/2022	4
IntegriBees, LLC	YD Wild peach 3629.06680, -95.594880 BRAZORIA, Texas 77482 BRAZORIA	BEE YARD	2/10/2022	5/23/2022	4
IntegriBees, LLC	Zanes Yd 29.06181, -95.734670 SWEENY, Texas 77480 BRAZORIA	BEE YARD	2/10/2022	5/23/2022	4
IntegriBees, LLC	Avenida C 29.29476, -95.294 Liverpool, Texas 77577 BRAZORIA	Bee Yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	Phoenix Yd 29.7862, -95.04549 Baytown, Texas 77520 HARRIS	Bee Yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	Pastor Aleman 29.35667, -95.19381 Alvin, Texas 77511 BRAZORIA	Bee Yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	La Marina 29.25648, -95.23395 Liverpool, Texas 77511 BRAZORIA	Bee Yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	Perez 523 Derecha 29.13554, -95.3896 Angleton, Texas 77515 BRAZORIA	Bee Yard	2/10/2022	5/23/2022	4

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
IntegriBees, LLC	Pony Malta 29.28299, -95.27258 Liverpool, Texas 77577 BRAZORIA	Bee Yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	Thumper 2 29.45436, -94.96871 Dickinson, Texas 77539 GALVESTON	Bee Yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	Thumper 1 29.44046, -94.96161 Texas City, Texas 77590 GALVESTON	Bee yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	Knape 29.35717, -95.29592 Alvin, Texas 77511 BRAZORIA	Bee Yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	Gonzalez 29.5736, -97.24426 Gonzales, Texas 78629 GONZALES	Bee yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	Lingo yd 29.14884, -95.90013 Boling-lago, Texas 77420 WHARTON	Bee Yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	Camioneta Azul Lecompte 29.32997, -95.12505 Santa Fe, Texas 77517 GALVESTON	Bee yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	Excavadora 29.24267, -95.23802 Liverpool, Texas 77577 BRAZORIA	Bee Yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	Habitat 129.34036, -95.21361 Alvin, Texas 77511 BRAZORIA	Bee Yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	Habitat 229.34438, -95.20858 Alvin, Texas 77511 BRAZORIA	Bee Yard	2/10/2022	5/23/2022	4

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
IntegriBees, LLC	Habitat 329.33937, -95.2005 Alvin, Texas 77511 BRAZORIA	Bee Yard	2/10/2022	5/23/2022	4
IntegriBees, LLC	Lecompte 2 29.32085, -95.12551 Santa Fe, Texas 77517 GALVESTON	Bee Yard	2/10/2022	5/23/2022	4



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H. Additional Material Terms and Conditions of the Job Offer

a. Job Offer Information 1

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties
3.	<p>Details of Material Term or Condition (up to 3,500 characters) *</p> <p>General Beekeeping (90%): worker or team of workers use forklift, hand tools, and hose/nozzle to move/assess/ care for hives. Arrive at bee yard location, unchain/unload forklift, untie cargo. Use forklift to move hives and equipment from ground to truck, vice versa, and in work site/ bee yard location; remove lid from hives, assess hives and perform necessary task(s) (use hose/nozzle to pump liquid feed [syrup] into 1 or 2 gal canister in hive; place nutritional substance on hive; add empty hive box [super] to hive: remove super from honey hive). Raise queen bees by using specialized tools to remove queen bee larva from comb, placing in man made cells, and placing in a hive that will nurture larva into a queen bee. Divide hives, place new queens in hive. The use of semi-automatic machinery to complete tasks required for extraction (uncover; using sheets for removing wax that seals in the honeycomb of honey; turn the exhaust; machine use rotating said frames at high speeds to force the honey frames; breeding honey (nozzle open to allow the honey to flow tank in bulk in 55-gallon drums) turn off after filling); use forklift to remove barrels fill of chips of wax after machine of separator removes wax from honey. Move honey supers before/after extraction. Wash barrels, barrel honey, label barrels and loading them onto trucks when shipping out. Clean extract room and equipment.</p> <p>Related Farm Labor (10%): use of equipment & tool to mow grass at work site/ bee yard locations, sorting equipment by examining honeycomb frames to determine quality size of combs for separation into category of brood or honey frames; inspect supers for quality; repair equipment as needed with hand/power tools/ paint; driving forklift to move equipment in shop; operation of company vehicles for bee hive maintenance & associated tasks.</p> <p>The job duties contained within the application will be completed at the above address and our bee yards. All employees begin and end their work day at the above address, with some employees visiting near by bee yards to check on the well fare of the bees throughout the day. These bee yards are small areas of land that IntegriBees owns or controls through verbal agreements with the landowners as is historic precedent between beekeepers and landowners. These yards are necessary to our operation to ensure that our bees have adequate access to nectar and water in times that we do not provide feed/ supplemental nutrition. There is no benefit to the landowner to have these hives on their property and our employees are responsible for placing IntegriBees LLC hives and completing tasks directly related to the health and well being of IntegriBees LLC operated hives. We do not provide service to landowners. All work is performed for and controlled by IntegriBees LLC within a single area of intended employments with all workers starting at and returning to the primary work site each day.</p> <p>Due to different activities within the season workers may be requested (but not required) to work additional hours or on Sunday to accomplish tasks in the time required due to crop maturity, weather, and shipping schedule. Inclement weather & acts of God leading may cause fluctuation in hours (-/+).</p>		

b. Job Offer Information 2

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Additional Information Regarding Job Qualifications/Requirements
3.	<p>Details of Material Term or Condition (up to 3,500 characters) *</p> <p>Due to exposure to honey, pollen, and bees, worker cannot have allergies to any of the preceding items. 3 months Commercial beekeeping experience: hive assessment (able to identify queen bee, access strength of hive [to implement proper treatment] and identify hive threat [hive beetle, mites, etc]) able to identify honey comb quality for sorting between brood and honey frames.</p> <p>Worker is required to have or be able to obtain a valid drivers license within 60 days of hire, provide written permission for employer to review their Drivers Record and be eligible for employers vehicle insurance. Because the work is agricultural, overtime rates are not applicable.</p>		

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H. Additional Material Terms and Conditions of the Job Offer

c. Job Offer Information 3

1. Section/Item Number *	D.10	2. Name of Section or Category of Material Term or Condition *	Additional Housing Information
3. Details of Material Term or Condition (up to 3,500 characters) * Duplex Bunkhouse - Front Duplex Quarters: 3 bedrooms (6 persons), 1 kitchen, 1 bathroom. Back Duplex Quarters: 6 bedrooms (11 persons), 1 double kitchen, 2 bathrooms. Shared Space: Laundry Room with 2 washers/2 dryers and bathroom. All employees will be responsible for cleaning their living/cooking quarters, and subject to weekly housing inspections to ensure compliance with respectful living and courtesy towards coworkers. Quiet hours from 10:00pm -5:00am.			

d. Job Offer Information 4

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation
3. Details of Material Term or Condition (up to 3,500 characters) * Employer will reimburse worker for cost of transportation & subsistence to the employer's work site and upon completion of contract, employer will pay costs of transportation and subsistence from the place of employment to the place of recruitment, except where worker will not be returning to place of recruitment due to subsequent employment with another employer who agrees to pay such costs, in which case employer will only pay for the transportation and subsistence to the next job.			

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H. Additional Material Terms and Conditions of the Job Offer

e. Job Offer Information 5

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Drugs and Alcohol Policies
3. Details of Material Term or Condition (up to 3,500 characters) * As workers daily tasks may include the use of motorized vehicles, articulated forklifts, bobcats, and other farm tools/ machinery and employer seeks to maintain a safe work environment; No use or possession of alcohol or illegal drugs is permitted during work time or during any workday before work is completed for the day (such as during meals); workers may not report to work under the influence of alcohol or illegal drugs. Employees may be terminated for excessive use of alcohol, drunk and/ or disorderly conduct in housing after hours. Illegal drugs may not be used, sold, manufactured or kept on any employer premises or work sites including housing.			

f. Job Offer Information 6

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation - undefined
3. Details of Material Term or Condition (up to 3,500 characters) * Amount of transportation payment will be equal to the most economical and reasonable similar common carrier transportation charges for the distance involved. These arrangements apply only to workers for whom the employer is legally obligated to supply housing.			